

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
Region 21

SAINT FRANCIS MEDICAL CENTER

Employer

and

Case 21-UC-426

SERVICE EMPLOYEES
INTERNATIONAL UNION, UNITED
HEALTHCARE WORKERS-WEST
(SEIU-UHW)

Petitioner

DECISION AND CLARIFICATION OF BARGAINING UNIT

This is a Decision clarifying the Unit certified in Case 21-RC-21017.

Upon a petition filed under Section 9(b) of the National Labor Relations Act, as amended, careful investigation and consideration took place.

Pursuant to the provisions of Section 3(b) of the Act, the Board has delegated its authority in this proceeding to the undersigned Regional Director.

Upon the entire record in this proceeding, the Regional Director finds:

(1) The Employer is engaged in commerce within the meaning of the Act and it will effectuate the purposes of the Act to assert jurisdiction herein.

(2) The Petitioner is a labor organization within the meaning of Section 2(5) of the Act.

(3) The Petitioner proposes to clarify the bargaining unit as follows:

Pursuant to a Stipulated Election Agreement between the Employer and Petitioner, approved on February 26, 2008, in Saint Francis Medical Center, Case 21-RC-

21017, an election was conducted on March 25 and 26, 2008. In that matter, the parties did not agree as to the unit placement of admitting department employees, but did agree that such employees would be allowed to vote subject to challenge. The Petitioner received a majority of the valid votes cast and the challenged ballots cast were insufficient in number to affect the results of the election. Inasmuch as no objections were filed, on April 3, 2008, the Regional Director certified the Petitioner as the exclusive bargaining representative of employees in the unit agreed appropriate in the Stipulated Election Agreement:

Included: All full-time and regular part-time activities coordinators, dietary aides, certified nursing assistants (CNA), cashiers, department clerks, cooks, central service techs, department secretaries/assistants, food service workers, HCTs, HCT/scrub techs, HCT/certified phlebotomists, hearing screeners, housekeepers, critical care techs, lab assistants, mailroom clerks, mental health workers, cardio monitor techs, nursing assistants, par level techs, patient services representatives, communications attendants, certified phlebotomy techs, recreation therapy assistants, department secretaries/assistants, transporters, unit secretaries, biomed techs, carpenters, electricians, licensed stationary engineers, HVAC mechanics, maintenance mechanics, operations mechanics, lead operations mechanics, painters, grill cooks, hosts/hostesses, inventory control clerks, cold food specialists, cart persons, lab aides, blood bank assistants, case management assistants, biomed tech assistants, locksmiths, lead housekeepers, respiratory therapy assistants, respiratory therapy billers, radiology tech assistants, radiation therapy tech assistants, lead transporters, OR supply techs, GI lab techs, and physical therapy aides employed by the Employer at its facility located at 3630 East Imperial Highway, Lynwood, California;

Excluded: All other employees, clinic employees, employees in the existing registered nurse bargaining unit, employees in the existing technical unit bargaining unit, accounting department employees, patient financial services department employees, payroll department

employees, public relations department employees, physician relations department employees, medical staff services department employees, pastoral care department employees, health benefit resource center employees, human resources department employees, quality management department employees, medical records department employees, security department employees, registered nurses, social workers, clinical laboratory scientists, physical therapy practitioners, occupational therapy practitioners, dietitians, pharmacists, clinical pharmacists, medical information systems coordinators, medical contracts office managers, reimbursement analysts, children's counseling center case managers, decision support analysts, radiology film library supervisors, pacemaker clinic coordinators, education services coordinators, purchasing agents, engineering coordinators, disaster coordinators, maintenance supervisors, housekeeping supervisors, gift shop supervisors, laboratory support supervisors, laboratory assistant supervisors, lobby services coordinators, SPD supervisors, surgery supply supervisors, central services assistant supervisors, surgery business managers, nursing unit coordinators, nursing office staffing coordinators, chefs, dietary supervisors, patient safety coordinators, patient satisfaction coordinators, customer service leads, pharmacy supervisors, pharmacy services coordinators, pharmacy student interns, spiritual care counselors, contract compliance agents, buyers, printers, respiratory therapy supervisors, safe patient handling coaches, risk management specialists, inventory control supervisors, voice engineers, radiation therapy supervisors, senior unit coordinators, transcribers, department directors, department managers, work study student clerks, financial administrative assistants, executive administrative assistants, executive administrative coordinators, footprint program advocates, provider relations representatives, search your heart program coordinators, health communities program community outreach coordinators, volunteers secretaries, lead information center representatives, Vincentian Service Corp volunteers, all other professional employees, technical employees, managerial employees, confidential employees, office clerical employees, guards and supervisors as defined in the Act.

On August 1, 2008, the Petitioner filed the instant petition requesting that the above unit be clarified to include admitting department employees in the following job categories:

CCS Coordinator/Financial Counselors
Admitting Clerks
Senior Admitting Clerks
Pre-Registration Clerks
Financial Counselors
Receptionists
Bed Control Representatives
Clinical Registration Representatives
Patient Schedulers
Scheduler/Pre-Admission Representatives

The investigation revealed that the Employer and Petitioner agree that the job categories listed above share a community of interest, with regard wages, hours, and terms and conditions of employment, with the job categories in the above-described Unit certified in Case 21-RC-21017. Neither party objects to the clarification of the above-described Unit to include admitting department employees in the above job categories.

ORDER

Based on the agreement of the parties, the unit-clarification petition is granted, and, IT IS HEREBY ORDERED that the above-described Unit is clarified to include admitting department employees in the job categories of CCS coordinator/financial counselors, admitting clerks, senior admitting clerks, pre-registration clerks, financial counselors, receptionists, bed control representatives, clinical registration representatives, patient schedulers, and scheduler/pre-admission representatives.

RIGHT TO REQUEST REVIEW

Under the provision of Section 102.67 of the Board's Rules and Regulations, a request for review of this Decision may be filed with the National Labor Relations Board, addressed to the Executive Secretary, 1099 14th Street, N.W., Washington D.C. 20570. This request must be received by the Board in Washington by 5 p.m., EDT, on August 21, 2008.^{1[1]}

Dated at Los Angeles, California on August 7, 2008.

/S/James F. Small
James F. Small
Regional Director, Region 21
National Labor Relations Board

^{1[1]} In the Regional Office's initial correspondence, the parties were advised that the National Labor Relations Board has expanded the list of permissible documents that may be electronically filed with its offices. If a party wishes to file one of the documents which may now be filed electronically, please refer to the Attachment supplied with the Regional Office's initial correspondence for guidance in doing so. Guidance for E-filing can also be found on the National Labor Relations Board web site at www.nlr.gov. On the home page on the website, select the **E-Gov** tab and on **E-filing**. Then select the NLRB office for which you wish to E-file your documents. Detailed E-filing instructions explaining how to file the documents electronically will be displayed.